

been trained in the common schools for the ordinary uses for which labor might be employed over one who has not enjoyed that advantage?

7. Whom would you, as an employer, choose for positions of trust, such as foremen or superintendents, persons unable to read and write, or those having the rudiments of education, or those possessing a superior education, all other things, such as skill, strength, and fidelity, being equal?

8. What do you regard the effect of mental culture upon the personal and social habits of persons who have been in your employ? Do they, as a class, live in better houses, or with better surroundings? Are they more or less idle and dissipated than the untaught classes? How will they compare for character, for economy, morality, and social influence among their fellows?

Answer from A. J. Mundella, Esq., M. P. for Sheffield, England, who had employed a large number, as many as three or four thousand at a time, in the middle counties of England, as knitters, weavers, finishers, and machinists:

2. I would say that an educated man invariably acquires a knowledge of his work with greater facility, and executes it with less cost of supervision, than an uneducated man.

3. The mere rudiments I do not rank very high. If a man can barely read and write he has not attained to much. To read and write *fluently* is a great advantage in conducting the ordinary affairs of life. Evidence has been given before the British Parliament from my own district showing that some grave mistakes in chemical processes, such as bleaching, dyeing, &c., are constantly occurring through the ignorance of the workmen not having the ability to read writing. I have often witnessed natural powers in a person entirely uneducated, which would have been turned to the benefit of himself and his employer if he had only received a thorough elementary education. I have recently seen, in Massachusetts, Englishmen whose wages their employers would have doubled, by willingly appointing them overseers, if they had only been educated sufficiently to keep accounts.

I think it is impossible to estimate how much education would increase the value of their services. If the labor is merely mechanical, such as tending a machine that is making so many revolutions per minute, it requires, little education to perform it; but if the labor is something where the whole manipulation depends upon the intelligence of the workman, it is a very different thing. The division of labor in England is so minute that the artisan who begins and continues the same work for years becomes a mere machine himself.

The value of education, both to the workman and employer, is something that it is exceedingly difficult to estimate. The educated man will better understand the influence of those economical laws upon which his art depends than the uneducated; and my observation leads me to the conclusion that many of the strikes among workmen are the consequence of gross ignorance on their part, and that almost invariably the outrages and intimidation resulting from strikes are the acts of ignorant men.

The more flagrant cases of violence and intimidation in England have been in connection with those trades' unions where the education of the workman has been grossly neglected.

4. I believe that technical education is of great importance; that the success of Switzerland and Germany in manufactures, and their superiority over others for the last thirty years, has been owing to the excellent elementary education which they have given to their work-people, to which has been superadded, with great advantage, a large amount of scientific and technical education.

Art-training in England has had a marvellous effect in improving the designs for every description of manufacture where taste is required, and consequently in increasing the demand in foreign countries for such manufactures. For example, the result is seen in the better styles of carpets, laces, dress-goods, crockeryware, furniture, ornamental iron-work, and in every description where decorative art is of value. I think the great want in this country is such education. I have known instances where a youth who has received art-training has been able at twenty years of age to earn more than all the rest of the working force of his father's family. There is one case among my own workmen where such a lad is getting very high wages, and the effect is that the whole household is elevated.

5. The greater the improvements in machinery the more intelligence is required on the part of the workmen who manipulate them. It has been found in England that for working the improved agricultural machines a higher class of intelligence and skill is required to manage them than the old peasantry possess. An intelli-

gent workman will always produce a larger amount of work from a clever machine than an ignorant man can, and will keep his machine in better working condition.

6. I would, certainly. In all classes of labor with which I am acquainted, a person receiving the education which is open to him in the common schools of America would be infinitely preferable, in all respects, to a workman whose early education had been entirely neglected.

7. Certainly, I should prefer those who have had the very best education for such situations. In my opinion, a youth cannot be too highly educated for business purposes. I believe there can be no greater mistake than the old and common error that a boy may be made above his business by education.

8. My experience of workmen, on the average, is that the better a man is educated and the greater the intellectual resources he possesses, the less is he disposed to sensual indulgence and the less inclined to any kind of intemperance and excess. Those trades most characterized by intemperance in England are those wherein the workmen employed have the least education. I have employed in various departments of my own business intelligent workmen earning lower wages than ignorant men employed in coarser branches of the business; and the intelligent man educates his children, lives in a comfortable house, and has much refinement and many pleasant surroundings, whereas the ignorant man, with higher wages in some other departments of labor, is more addicted to intemperance, his wife and children are worse clad and worse cared for, and his home in all respects less comfortable. Perhaps the best illustration of this would be the contrast between a clerk earning £80 a year, who is a gentleman in education, tastes, and surroundings, and an ignorant laborer earning the same sum. In England intelligent workmen are generally the men who are distinguished for economy and thrift. They take the lead in all useful associations; they are the managers of the mechanics' institutions, the teachers in the Sunday schools, and the founders of cooperative societies.

In my experience in courts of conciliation I have always found the intelligent workman more open to conviction, less trammelled by class prejudices, more independent, and possessing more individuality than his fellows. The ignorant workman, on the contrary, is much less qualified to sit on the boards of arbitration.

### Canada, the Healthiest Country in the World.

We find in the *Morning Chronicle* the following

Summary taken from the 10th Volume of the Report from the Army Medical Department for the year 1868, presented to both Houses of Parliament by command of Her Majesty, showing the sickness, mortality and invaliding, and the proportion constantly non-effective from sickness, per 1000 of mean strength, in the Army at home and abroad, during the eight years 1860 to 1867, (page 215.)

STATIONS.	Annual ratio per 1000 of strength.				
	Admitted into Hospital.	Died.	Sent home as Invalids.	Discharged as Invalids.	Constantly non-effective from Sickness.
United Kingdom.....	963.4	9.34	.....	35.62	49.20
Gibraltar and Malta.....	808.5	11.32	22.65	16.80	42.52
(1) British America.....	649.0	9.24	15.58	12.53	30.19
Bermuda.....	743.0	33.12	19.85	12.72	40.91
West Indies.....	1135.7	17.39	27.44	16.21	45.73
St. Helena and Cape of Good Hope.....	941.5	10.62	28.40	19.44	49.14
Mauritius.....	905.1	20.44	43.35	16.74	42.39
Ceylon.....	1451.2	23.20	53.53	22.50	69.60
Australasia.....	604.6	16.17	20.42	17.52	34.43
China and Japan.....	1967.6	54.94	57.60	21.74	72.11
India.....	1619.7	27.64	38.62	17.92	63.86
On board Ship.....	745.6	14.21	.....	.....	.....
Total (average).....	1152.4	16.99	33.02	22.27	52.34

(1) In Canada are included Nova Scotia, New Brunswick and Newfoundland.